

EXHIBIT A



AMERICAN ARBITRATION ASSOCIATION®

Sexual Harassment Disputes or Sexual Assault Disputes:

Effective March 3, 2022, federal legislation was enacted (H.R. 4445, S. 2342) which provides that no predispute arbitration agreement shall be valid or enforceable with respect to a case that relates to sexual harassment disputes or sexual assault disputes as defined by the law, unless the party alleging claims of sexual harassment or sexual assault elects to have the predispute arbitration agreement enforced. See Chapter 4 of the Federal Arbitration Act. We presume that by filing your Demand for Arbitration alleging claims of sexual harassment or sexual assault you are evidencing your election to arbitrate these claims.

EXHIBIT B



EXHIBIT C

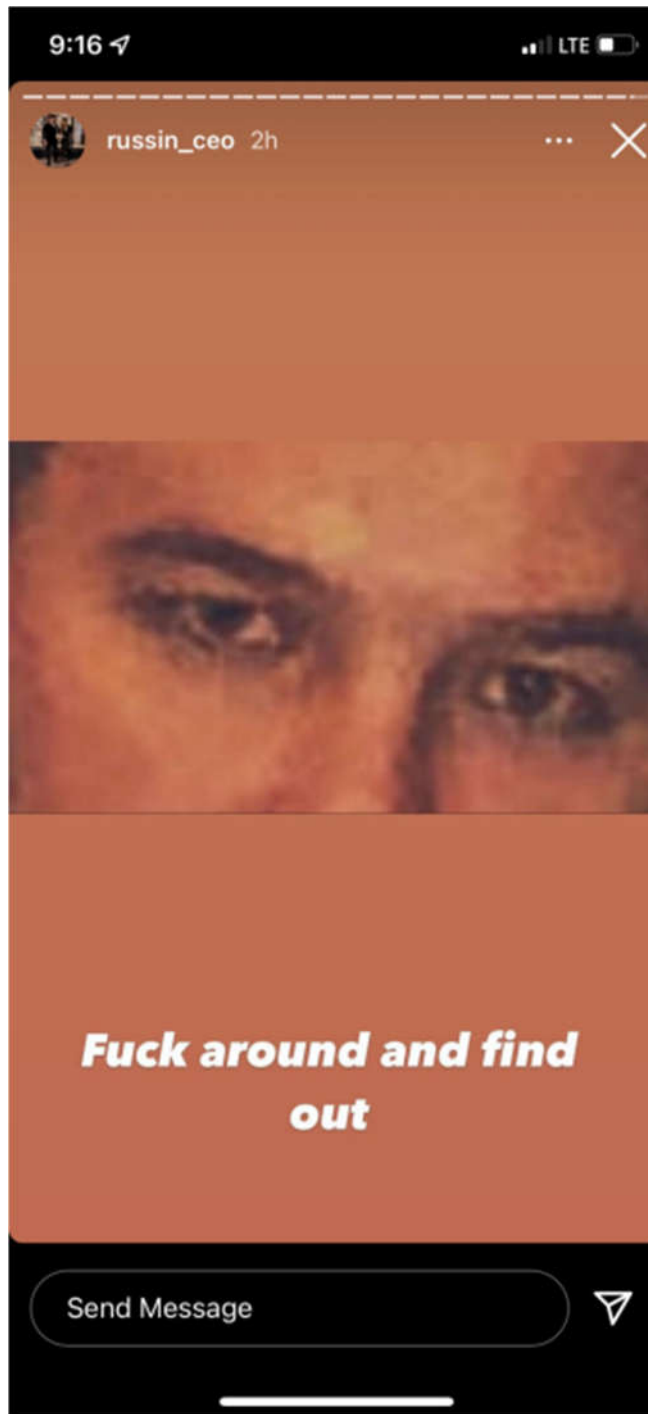


EXHIBIT D

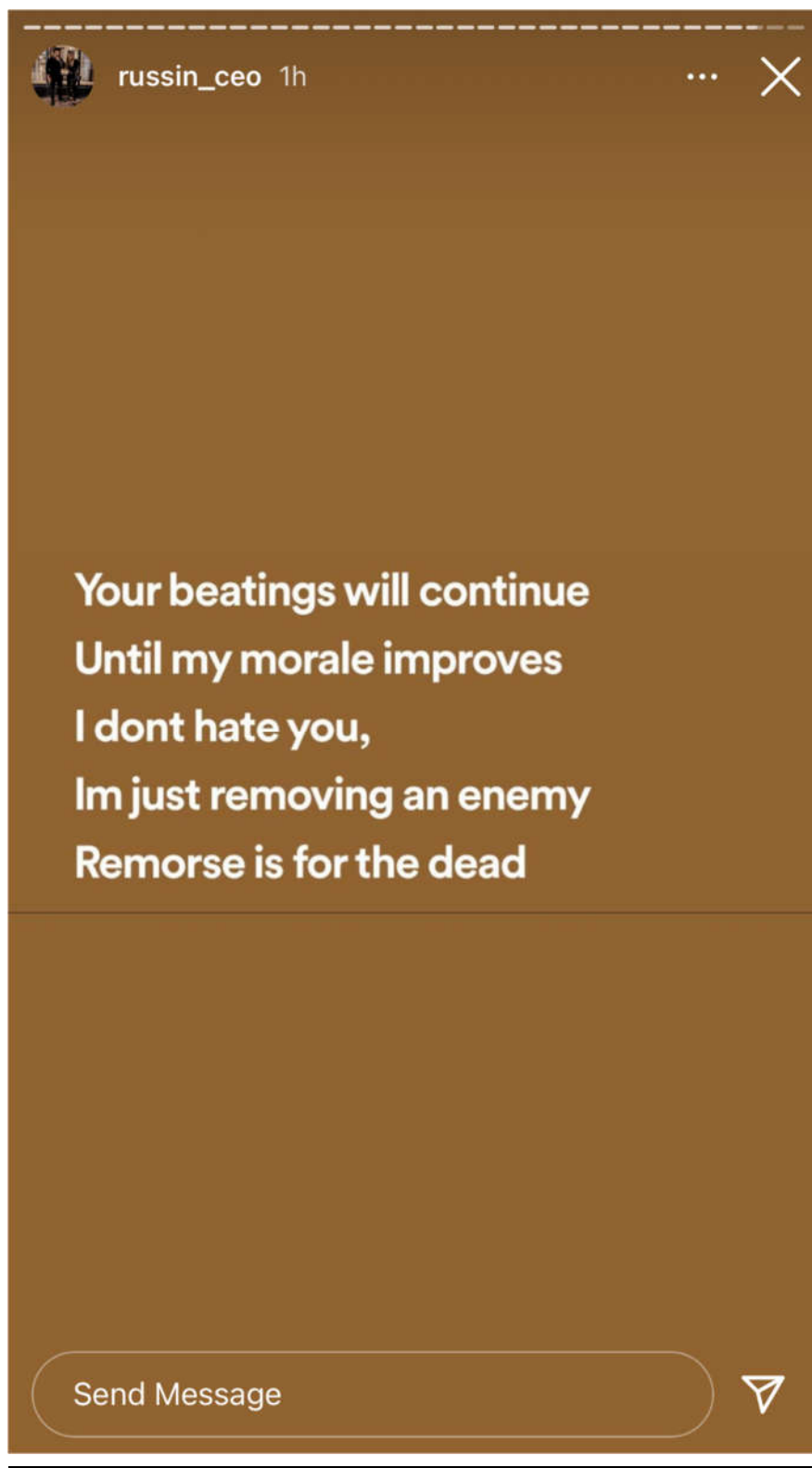


EXHIBIT E

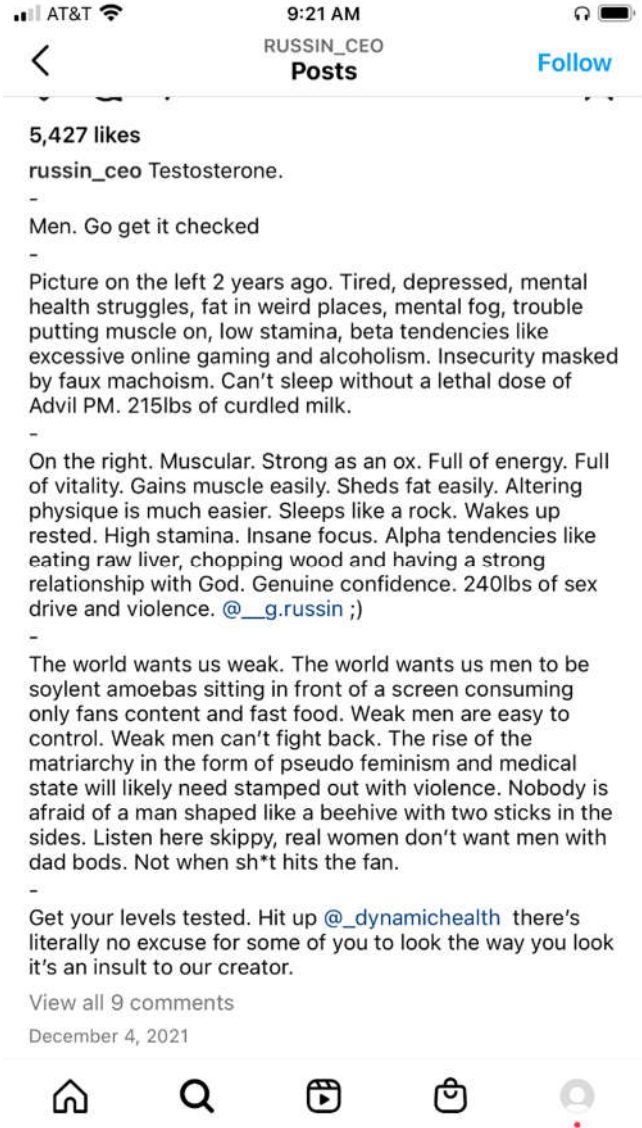


EXHIBIT F



EXHIBIT G

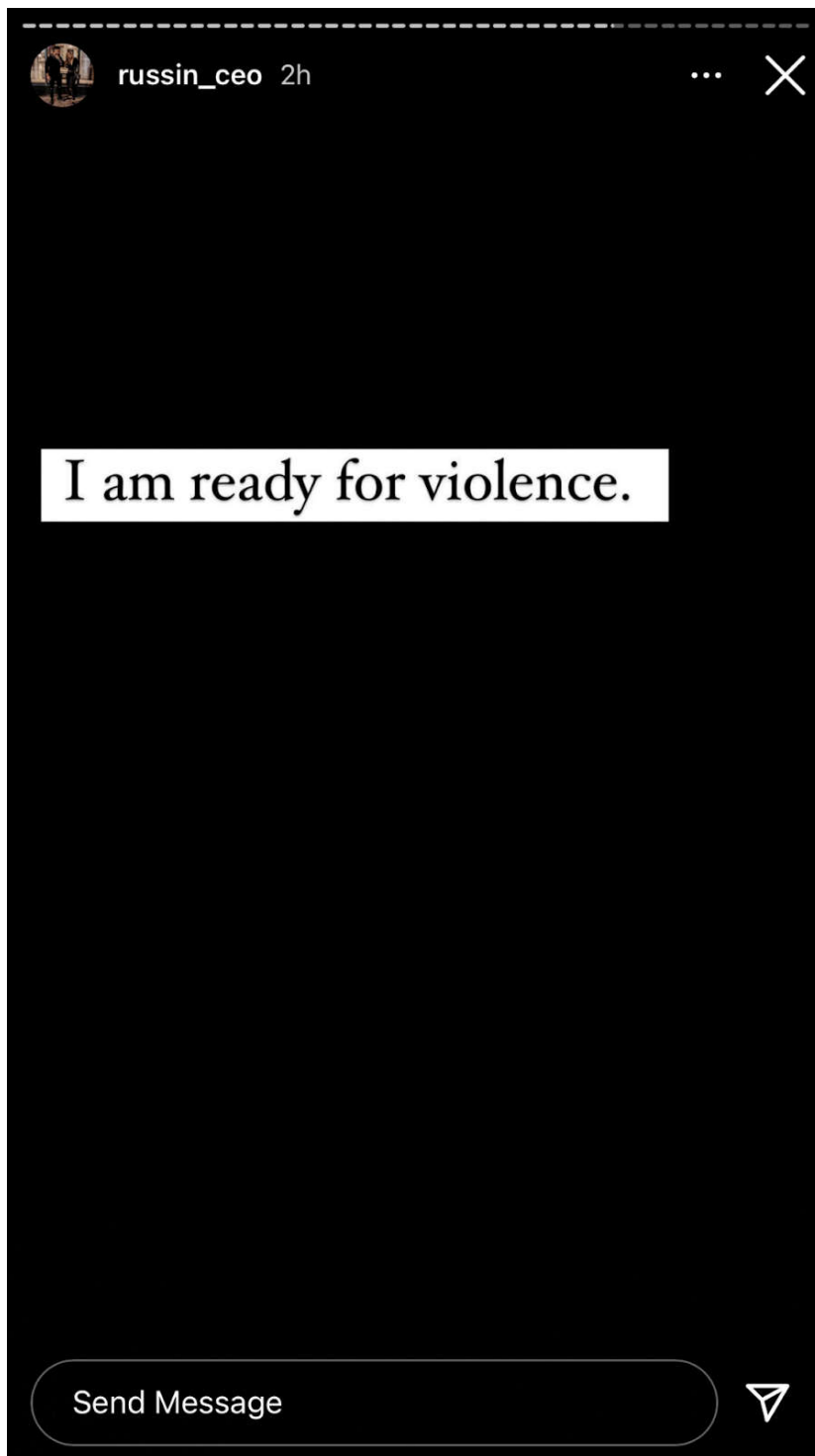


EXHIBIT H



EXHIBIT I

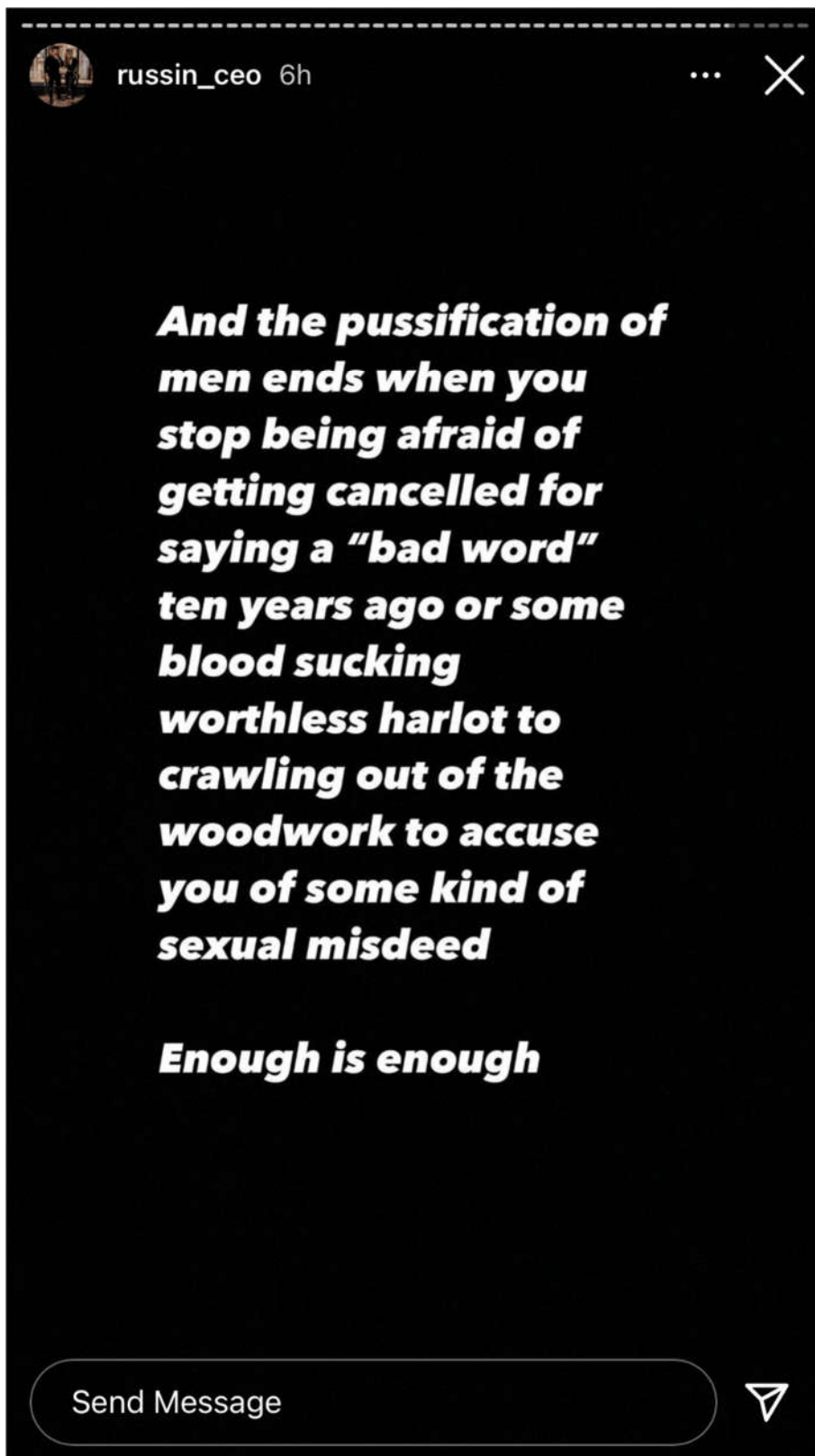


EXHIBIT J

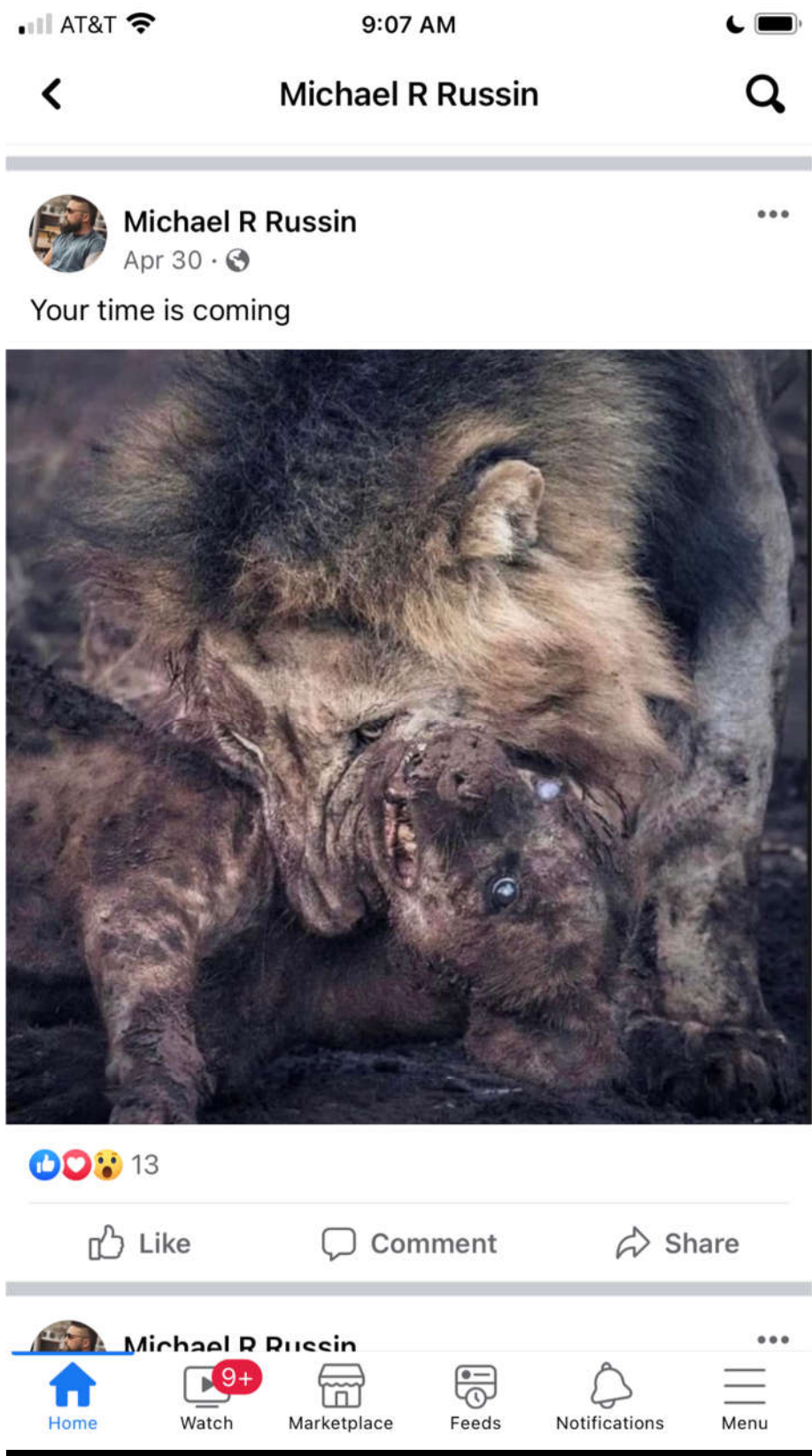


EXHIBIT K

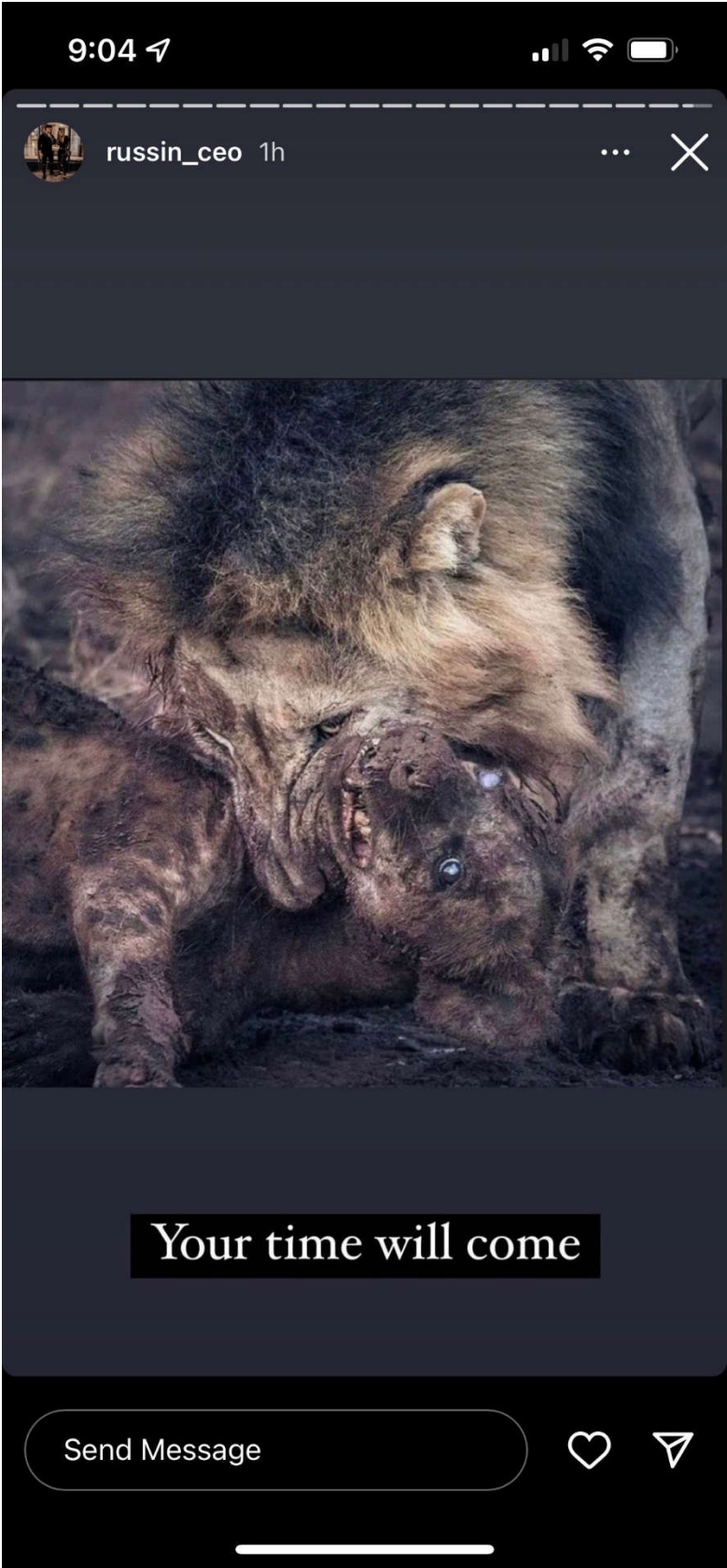


EXHIBIT L

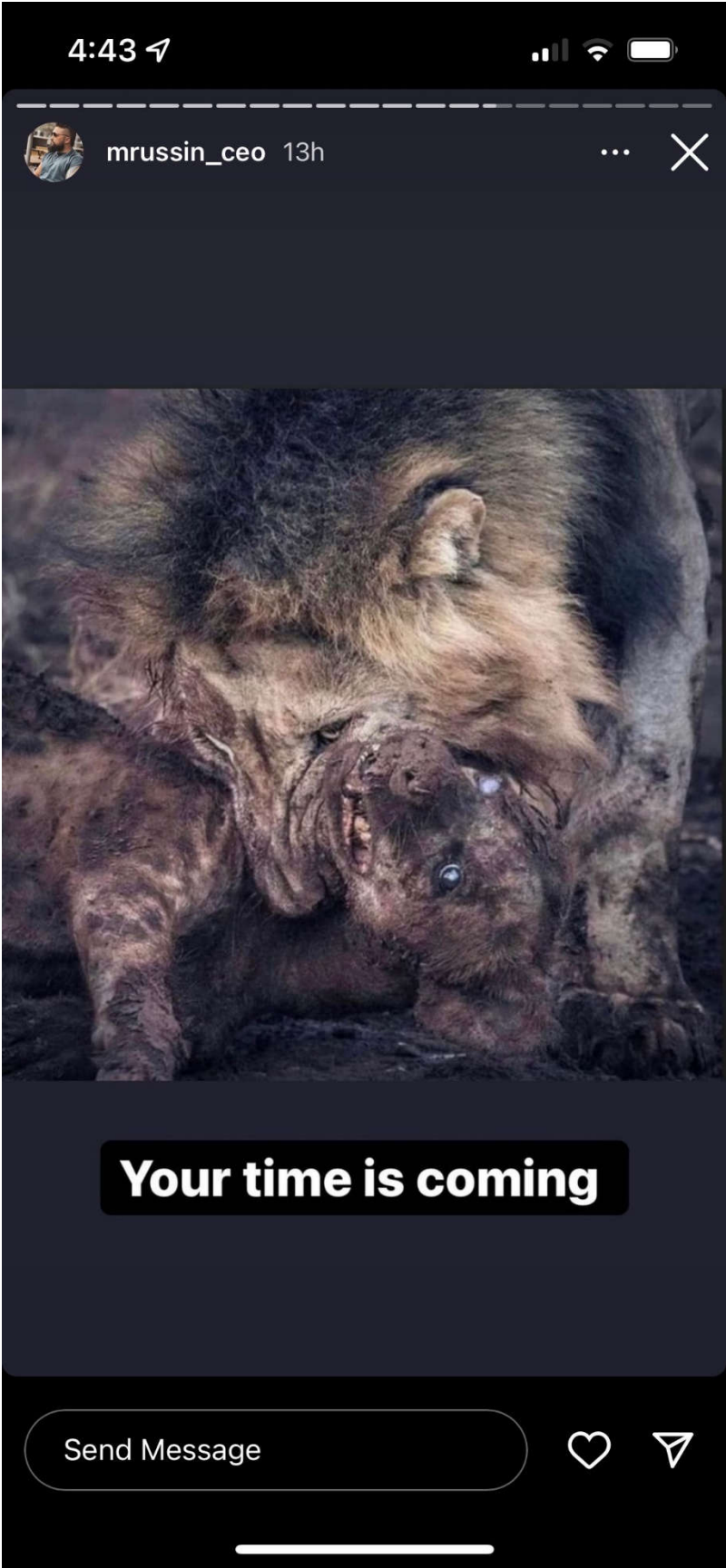


Exhibit M

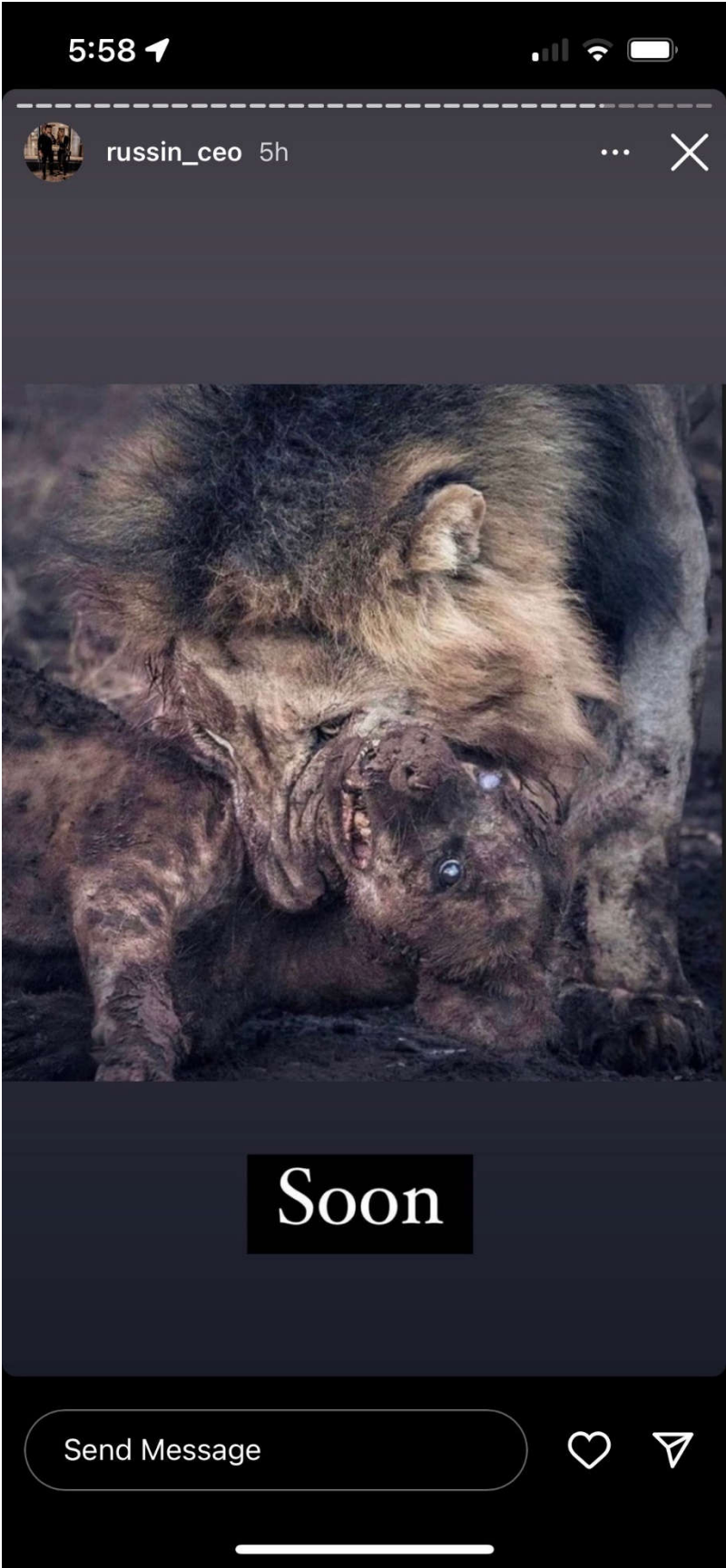


EXHIBIT N

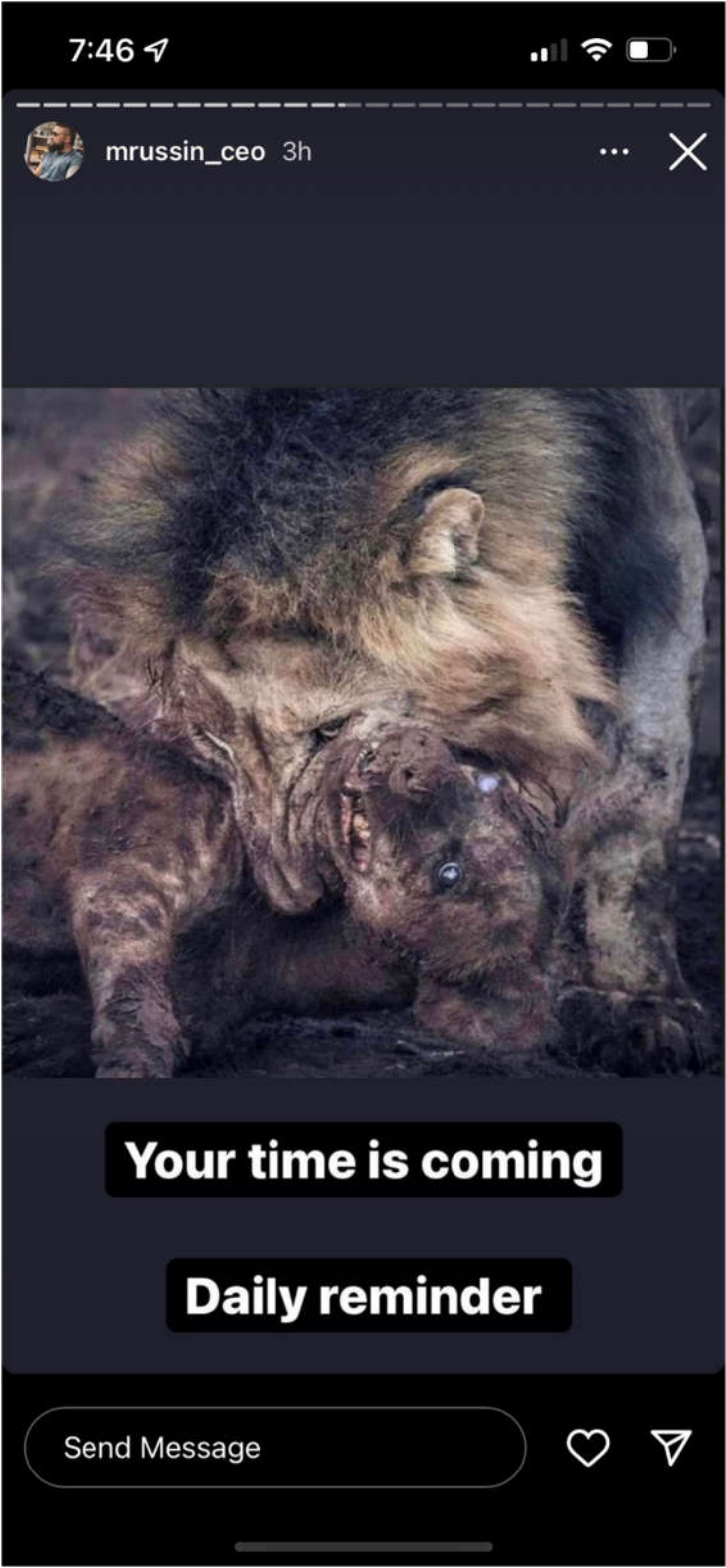


Exhibit O

VIRGO +
GARNET

May 9, 2022

To whom it may concern:

My name is Anne Zacharias. I am the owner of Virgo and Garnet, a retail store at Ross Park Mall in Ross Township, PA. Renee Zinsky is employed at Virgo and Garnet as the Store Manager.

Over the weekend on the Virgo and Garnet Instagram page we received some direct messages from a former employer of Ms. Zinsky. Please see the attached screenshots of these messages.

Upon reading these messages, as a business owner I am concerned for the safety of Ms. Zinsky, my other employees, and myself, as he states he knows where she works and plans on sending, "a few of my friends to pick up what I like this week!"

I would greatly appreciate any assistance you can provide in protecting our employees and our store.

Sincerely,



Anne Zacharias

8:50



Michael R Russin
mrussin_ceo



Is Michael R Russin still bothering you?



Thank you for reporting this account.
You may want to restrict this person to protect yourself from hurtful messages.

[Learn how restrict works](#)



Hi! Super interested in some
Of your pieces! I notice you
follow me pretty closely :)



Hello?



I notice actually, you've been
following me very, very closely
for quite some time.

SAT 9:17 PM



No worries, you're right by
Starbucks in Ross Park (great
location btw) so I can just have a
few of my friends pick up what I
like this week!

Tap and hold to react



Message...



EXHIBIT P



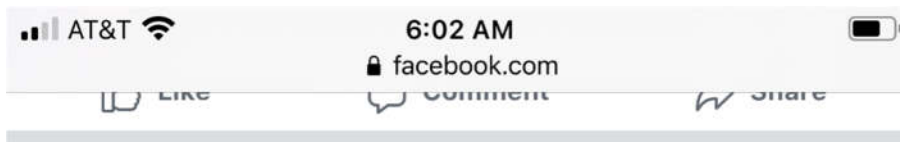
EXHIBIT Q



Exhibit R



EXHIBIT S



Michael R Russin



July 26 at 3:41 PM · 🌐

“

Every normal man must
be tempted, at times, to
spit on his hands, hoist
the black flag, and
begin slitting throats.

- H. L. Mencken

”

Exhibit T

7:33

5G 72



Michael R Russin



TradDad

Universal suffrage is the absurd belief that an unmarried, childless, unemployed drug addict should have the same voting power as a family man who's a pillar of his community.



1



Like



Comment



Share



Michael R Russin



Jul 31 · 🌐

Aggression is a gift.

Don't let the feminine HR world tell you otherwise



34

4 comments 1 share



Like



Comment



Share



Michael R Russin



Jul 31 · 🌐



Home



Friends



Feeds



Notifications



Menu

EXHIBIT U

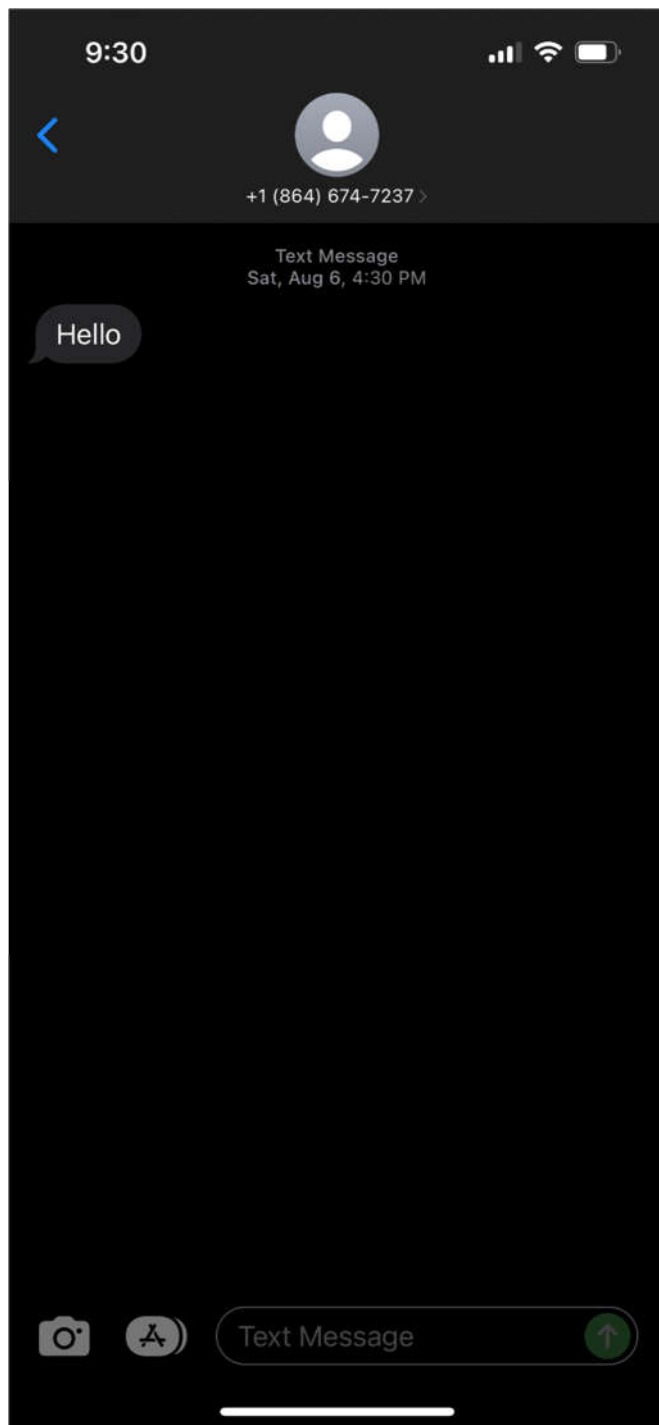


EXHIBIT V

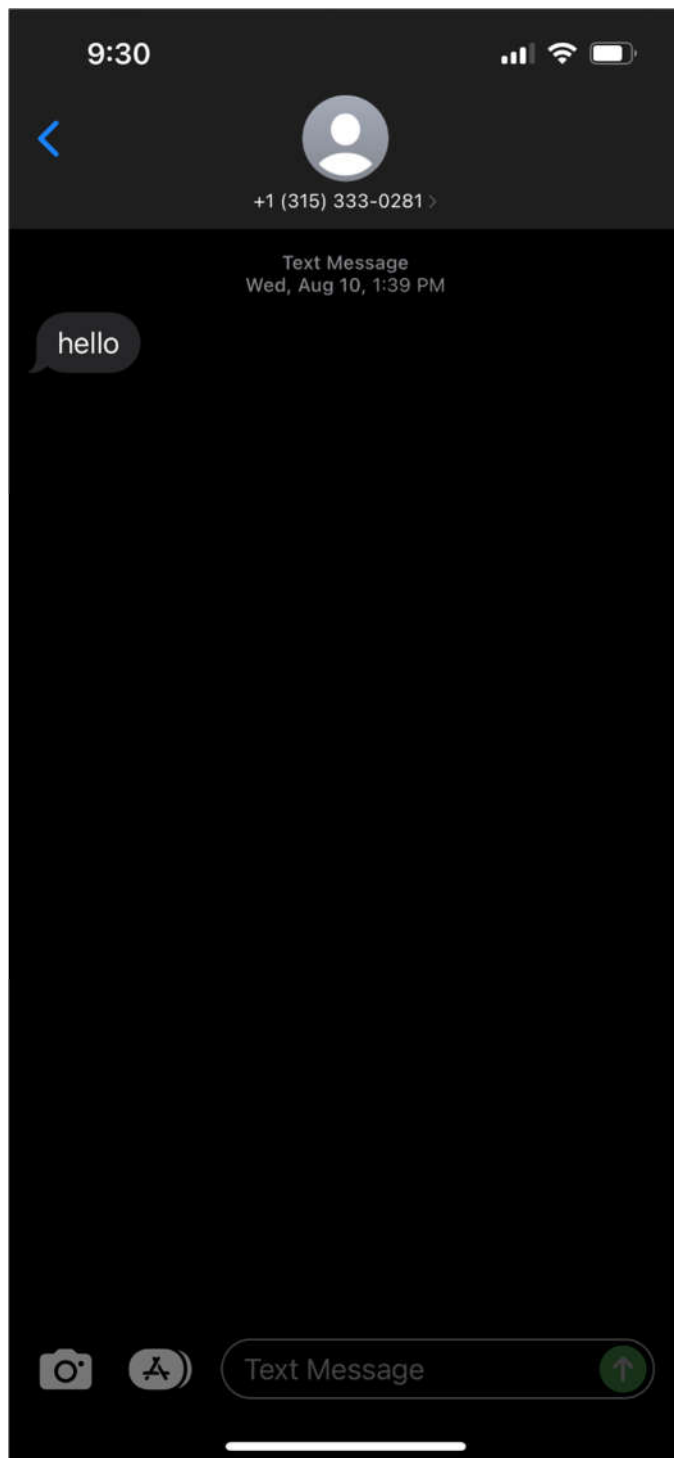


EXHIBIT W

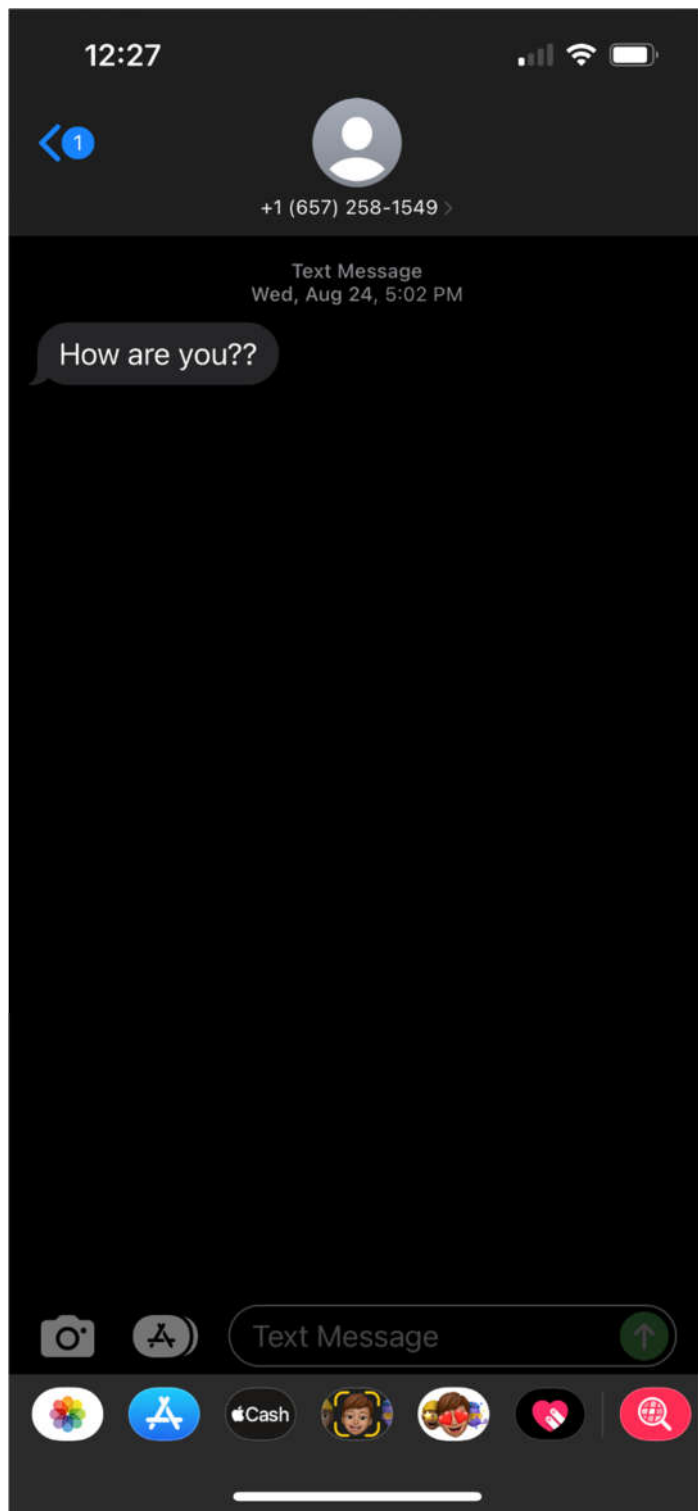


Exhibit X

